DOCUMENT RESUME

ED 091 317 SP 007 936

AUTHOR	Woodward, Lois K.; And Others
TITLE	Competency Process Bibliography.
INSTITUTION	Human Response Associates, Inc., Spring House, Pa.
PUB DATE	Dec 73
NOTE	19p.; For related document, see SP 007 937
AVAILABLE FROM	Human Response Associates, Inc., Box 597, The Village Center, Spring House, Pa. 19477 ($1.00 ea., $0.75 in quantity)
EDRS PRICE	MF-$0.75 HC-$1.50 PLUS POSTAGE
DESCRIPTORS	Bibliographies; *Educational Policy; *Group Dynamics; Humanism; *Performance Based Teacher Education; *Policy Formation; Public Policy

ABSTRACT

This bibliography consists of resource material used in the formulation and development of "competency process," a collaborative approach to designing and implementing competency based teacher education by energizing creative abilities, developing staff commitment, and utilizing group process and problem solving methodology. The bibliography includes substantive material about competency based teacher education and material about group process. Substantive material includes citations which deal with the philosophical, psychological and empirical parameters of competency based teacher education ranging from basic concepts of CBTE to an overview of initiation of CBTE within the states. Process material includes citations which stress the humanistic processes which are necessary to integrate competency based teacher education into an existing system. (HMD)

ED 091317

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL HAS BEEN GRANTED BY
Human Response Associates Inc
TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER

HRA

COMPETENCY PROCESS BIBLIOGRAPHY

SP007 936

Published by

HUMAN RESPONSE ASSOCIATES, INC.
THE VILLAGE CENTER
SPRING HOUSE, PENNSYLVANIA 19477

Copyright
HUMAN RESPONSE ASSOCIATES, INC.
1973

SP001 936

Additional copies may be purchased for $1 each. Cost for quantity orders quoted on request.

SELECTIVE BIBLIOGRAPHY

The following bibliography has been of particular use to Human Response Associates, Inc., in formulating and developing its unique concept, "competency process." This concept includes a collaborative approach to designing and implementing competency based teacher education through energizing creative abilities, developing staff commitment and utilizing group process and problem-solving methodology.

As we became more intimate with competency based (or performance based) teacher education, we became more aware of the many obstacles to its application. A network of conceptual, psychological and institutional complexity provides the dynamic for the implementation of CBTE. The HRA competency process addresses this dynamic.

The content of the competency process bibliography encompasses two distinct areas. First is the substantive material, second is the process material.

The citations presented in the first area deal with the philosophical, psychological and empirical parameters of competency based teacher education as it is evolving. The documents listed range from basic concepts of teaching performance to an overview of initiation of CBTE within the states. Entries have been included which define the concept of competency and which present varying points of view of CBTE. Models of competency statements have been included as well as models of modules and actual program descriptions. We have also identified other bibliographies which are helpful in the areas outside of our immediate focus.

The citations presented in the second area stress the humanistic processes which are necessary to integrate competency teacher education into an existing system. This process area covers two aspects.

The first is that of the organizational development. Here there are three major thrusts: leadership, team building and diagnostic skills in group behavior. The second aspect addresses itself to the helping relationship with self-direction and facilitation being emphasized.

This bibliographic content, both substantive and process, was of major import to HRA in its successful effort in effecting the development of the *Generic Teaching Competencies: An Interim Inventory for Subsequent Development by Pennsylvania Colleges and Universities.* In this instance our major thrust was to develop generic competencies, those competencies which every teacher, accountable to a demanding public, should develop. Knowledge of competency based teacher education, as it exists today, and of group process was combined to produce a stress-free transition for the Commonwealth in its first major step into state-wide competency based teacher education.

Since the field of competency based teacher education is an increasingly active one, much useful material is being developed continuously. Our bibliography, therefore, is being updated to include these new contributions.

Agne, R. M , and R. J. Nash. "Competency in Teacher Education: A Prop for the Status Quo?" *Journal of Teacher Education*. 22: 147-50, Summer 1971.

Allen, Dwight, and others. *A Proposed New Program for Elementary Teacher Education at the University of Massachusetts. Final Report*. Amherst: University of Massachusetts, October 1968. (ERIC Document No. ED 025 490)

Alschuler, Alfred S., and Allan Ivey. "The Human Side of Competency-Based Education." *Educational Technology*. XII (11): 53-56, November 1972.

Andrews, Theodore E. "Certification Issues in Competency-Based Teacher Education." *Educational Technology*. XII (11): 43-45, November 1972.

Arends, Robert L., John A. Masla and Wilford A. Weber. *Handbook for the Development of Instructional Modules in Competency-Based Teacher Education Programs*. Buffalo: Center for the Study of Teaching, January 1971.

Aubertine, Horace E. "Secondary Curriculum Design and Competency-Based Education." *Educational Technology*. XII (11): 38-39, November 1972.

Baffey, Barnes, and David J. Yarrington. "Report on a Performance Curriculum for Teacher Training." *Journal of Reading*. 15: 115-18, November 1971.

Baker, E. L., and W. J. Popham. "Measuring Teachers' Attitudes Toward Behavioral Objectives." *Journal of Educational Research* 60: 453-5, July 1967.

Baron, W. Lee. "Analytical Summaries of the Elementary Education Teacher Education Models." *Journal of Teacher Education*. 20: 131-2+, Summer 1969.

Barton, Grant E., "Designing Competency Statements." *Audio-visual Instructor*. 17: 16-18, February 1972.

Benjamin, William, and others. *Syracuse University Specifications for a Comprehensive Undergraduate and Inservice Teacher Education Program for Elementary Teachers. Final Report*. Volumes I and II. Syracuse: Syracuse University, October 1968. (ERIC Document Nos. ED 026 301 and ED 026 302)

Bennis, W. G., and others, Editors. *Planning of Change*. New York: Holt Rinehart and Winston, 1969.

Berth, J. L., and S. S. Shermis. "Precision: the Coming Emphasis in Teacher Education." *Peabody Journal of Education*. 49: 20-8, October 1971.

Blake, Robert R., and Jane S. Mouton. *The Managerial Grid*. Houston: Gulf Publishing Company, 1964.

Blantin, B. "Performance Based Teacher Education." *The Reading Teacher*. 25: 579-585, March 1972.

Borton, Terry. *Reach, Touch and Teach*. New York: McGraw-Hill, 1970.

Bowles, F. Douglas. "Competency-Based Teacher Education? The Houston Story." *Educational Leadership*. 30: 510-12, March 1973.

Broudy, Harry S. "The Continuing Search for Criteria." *American Association of Colleges for Teacher Education Yearbook*. 20: 30-9, 1967.

Broudy, Harry S. *A Critique of Performance-Based Teacher Education*. Washington, D.C.: American Association of Colleges for Teacher Education, May 1972.

Bugental, James F. T., Editor. *Challenges of Humanistic Psychology*. New York: McGraw-Hill, 1967.

Burdin, Joel L., and Kaliopee Lanzilloti, Editors. *A Reader's Guide to the Comprehensive Models for Preparing Elementary Teachers*. Washington, D.C.: American Association of Colleges for Teacher Education, 1969.

Burdin, Joel L., and Moira B. Mathieson. "A Review of the Research on Performance-Based Teacher Education." *Educational Technology*. 12: 61-66, November 1972.

Burke, Caseel. *The Individualized Competency-Based System of Teacher Education at Weber State College*. Washington, D. C.: American Association of Colleges for Teacher Education, March 1972.

Burke, J. Bruce, Julia O'Neill and Kay Welsch. "A Humanized Model of a Computer Managed Instructional System." *Educational Technology*. XII (11): 31-36, November 1972.

Burkhart, Robert C., Editor. *The Assessment Revolution: New Viewpoints for Teacher Evaluation*. Albany: New York State Education Department, 1969. (ERIC Document No. ED 036 485)

Burns, Richard W. "Achievement Testing in Competency-Based Education." *Educational Technology*. XII (11): 39-43, November 1972.

Burns, Richard W. "Behavioral Objectives for Competency-Based Education." *Educational Technology*. XII (11): 22-25, November 1972.

Burns, Richard W., and Joe Lars Klingstedt. "Introduction to Competency-Based Education." *Educational Technology*. XII (11): 9-10, November 1972.

Canfield, A. A. "Rationale for Performance Objectives." *Audio-visual Instructor*. 13: 127-9, February 1968.

Catrell, Calvin J., and others. *Model Curricula for Vocational and Technical Teacher Education. Teaching Career Analysis*. Columbus: The Center for Vocational and Technical Education, The Ohio State University, October 1970.

Clarke, S. C. T. "The Story of Elementary Teacher Education Models." *Journal of Teacher Education*. XX (3): 283-93, Fall 1969.

Clegg, Ambrose A., and Anna Ochoa. *Evaluation of a Performance-Based Program in Teacher Education: Recommendations for Implementation*. Seattle: University of Washington, August 1970. (ERIC Document No. ED 057 017)

Cohen, Stuart, and Richard Hersh. "Mirror, Mirror on the Wall, Am I the Best Teacher of them All? There is No Substitute for Competence." *Journal of Teacher Education*. 123: 5-10, Spring 1972.

Combs, A., D. Avilo and W. Purkey. *Helping Relationships*. Boston: Allyn and Bacon, 1971.

Comerford, Joseph F. and Bernard J. Fleury. "The Objectives Controversy." *Journal of Teacher Education*. 23: 27-31, Spring 1972.

"Competency-Based Teacher Education." Livonia, Michigan: Madonna College, November 1972. (ERIC Document No. ED 076 518)

Cooper, James M. A *Guide for Model Elementary Teacher Education Programs*. Washington, D.C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 608)

Cooper, James M. A *Performance Curriculum for Teacher Education*. The Second Annual Florence B. Stratemeyer Lecture. Association for Student Teaching, February 1967. (ERIC Document No. ED 030 590).

Costa, A.L., and others "SMORTS. Synthesis: A Major Organization Recurring in Teaching Strategies." *Journal of Teacher Education*. 22:341-7, Fall 1971.

Daniel, Fred K., and Joseph W. Crenshaw. *What Has Been and Should be the Role of State Education Agencies in the Development and Implementation of Teacher Education Programs (Both Pre and Inservice)?: A Review and Analysis of the Literature*. Albany: Multi-State Consortium on Performance-Based Teacher Education, September 1971. (ERIC Document No. 076 554).

Daray, Natalie T., Editor. A *Performance-Based Undergraduate Program for the Education of Teachers at Brooklyn College*. New York: City University of New York, January 1971. (ERIC Document No. ED 076 513, ED 076 514).

Davies, Don "The Relevance of Accountability: Address, Deans Conference of Teacher Education". *Journal of Teacher Education*. 21:127-133, Spring 1970.

Dickson, George E., and others. *Educational Specifications for a Comprehensive Elementary Teacher Education Program. Volume I. The Basic Report. Final Report*. Toledo: Consortium of the State Universities of Ohio, October 1968.

Dodl, Norman R. A *Guide to a Model for the Preparation of Elementary School Teachers*. Washington, D.C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 601).

Ebel, Robert L. "Behavioral Objectives: A Close Look." *Phi Delta Kappan*. 52:171-3, November 1970.

Elam, Stanley. *Performance-Based Teacher Education: What is the State of the Art?* Washington, D.C.: American Association of Colleges for Teacher Education, December 1971.

Elfenbein, Iris M. *Performance-Based Teacher Education Programs: A Comparative Description*. Washington, D.C.: American Association of Colleges for Teacher Education, October 1972.

Fattu, Nicholas. *Nine Proposals for Elementary Teacher Education, A Description of Plans to Design Exemplary Training Programs*. Washington, D.C.: United States Office of Education, August 1968. (ERIC Document No. ED 018 677).

Fiedler, Fred E. *A Theory of Leadership Effectiveness*. New York: McGraw-Hill, 1967.

Furst, Norma, and Barak Rosenshine. "Research in Teacher Performance Criteria." *Research in Teacher Education*, B.O. Smith, Editor. Englewood Cliffs: Prentice-Hall, 1971.

Generic Teaching Competencies: An Interim Inventory for Subsequent Development by Pennsylvania Colleges and Universities. Harrisburg: Pennsylvania Department of Education, 1973.

Haberman, Martin. "Behavioral Objectives: Bandwagon or Breakthrough." *Journal of Teacher Education*. 19:91-4, Spring 1968.

Halamandaris, P.G., and A. John Loughton. "Empathy Competence: A Search for New Direction in Canadian Teacher Education". *Educational Technology*. XII (11): 20-22, November 1972

Harbeck, Mary B. "The Student Will Appreciate Competently." *Educational Technology*. XII (11): 26-29, November 1972.

Henson, K. T. "Improving Courses in Methods of Teaching." *School and Society*. 99: 413-415, November 1971.

Hersey, P., and K. Blanchard. *Management of Organizational Behavior*. Englewood Cliffs: Prentice-Hall, 1969.

Houston, Robert W., and Robert B. Howsam, Editors. *Competency-Based Teacher Education's Progress, Problems and Prospects*. Palo Alto: Science Research Associates, 1972.

Houston, Robert W., and others. *Performance Education: Resources for Performance-Based Education*. Albany: The University of the State of New York, State Education Department, March 1973.

Howsam, Robert B. "Performance-Based Instruction: Some Basic Concepts." *Today's Education*. 61: 33-40, April 1972.

Ivey, Allan E. *Micro-Counseling*. Springfield: C. C. Thomas, 1972.

Johnson, Charles E. *A Guide to Georgia Educational Model Specifications for the Preparation of Elementary Teachers*. Washington, D. C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 606)

Johnson, Charles E., and Gilbert F. Shearron. "A Prototype for a Competency-Based Proficiency Module." Athens: University of Georgia, 1969. (ERIC Document No. ED 042 693)

Jourard, Sidney M. *The Transparent Self*. New York: D. Van Nostrand, 1971.

Kay, Patricia M., and others. [illegible]
New York: City University of [illegible]
ment No. ED 056 991)

Kirst, Michael W. Issues in [illegible]
Teacher Education. [illegible]
Colleges for Teacher Education, [illegible]

Klingstedt, Joe Lars. "Learning [illegible]
Education." Educational Technology [illegible]
1972.

Klingstedt, Joe Lars. "Psychological [illegible]
Based Education." Educational Technology [illegible]
November 1972.

Knowles, G. M. "Strategy for [illegible]
Model." Educational Leadership [illegible]

Lessinger, Leon M. "Implications of [illegible]
for Urban Children." Educational Technology [illegible]
November 1972.

Likert, Rensis. New Patterns of [illegible]
Hill, 1961.

Lougheed, Jacqueline I. [illegible]
Project. Final Report. [illegible]
1971. (ERIC Document No. [illegible]

Mager, Robert F. Preparing [illegible]
California: Fearon, 1962.

Maslow, A.H. *Eupsychian Management*. Homewood, Illinois: Dobey Press, 1965.

Maslow, A.H., and David N. Aspy. "Teachers in Training." *Journal of Teacher Education*. 20: 303-309, Fall 1969.

McClelland, David C., J.W. Atkinson, R.A. Clark and E. L. Lowell. *The Achievement Motive*. New York: Appleton-Century Crofts, 1953.

McDonald, Freder J. "The National Commission on Performance-Based Education." Paper presented at the Annual Meeting of the American Educational Research Association. New Orleans, February 1973. (ERIC Document No. ED 076 569)

McMillan, N.M. *A Model for a Performance Based Elementary Teacher Education Program at Shaw University. Final Report, Part II*. Raleigh: Shaw University, June 1971. (ERIC Document No. ED 056 974)

Merrill, David M. "Necessary Psychological Conditions for Defining Instructional Outcomes." *Educational Technology*. 34-39, August 1971.

Merwin, Jack. *Performance Based Teacher Education: Some Measurement and Decision-Making Considerations*. Washington, D.C.: American Association of Colleges for Teacher Education, 1973.

Monson, J.A. "New Models in Elementary Teacher Education." *Phi Delta Kappan*. 51: 101, October 1969.

Moustakas, Clark. *The Self*. New York: Harper and Row, 1956.

Nash, Paul. *A Humanistic Approach To Performance Based Teacher Education.* Washington, D. C.: American Association of Colleges for Teacher Education, 1973.

Owens, J. G. *Organizational Behavior in Schools.* Englewood Cliffs: Prentice-Hall, 1970.

Performance-Based Teacher Education: An Annotated Bibliography. Washington. D. C.: American Association of Colleges for Teacher Education, 1971.

Performance Education: 1973 Florida Catalog Teacher Competencies. Tallahassee: Florida Department of Education, June 1, 1973.

Popham, W. J. "Performance Test: A New Approach to the Assessment of Teaching Proficiency." *Journal of Teacher Education.* 19: 216-22, Summer 1968.

Popham, W. J. "Performance Tests of Teaching Proficiency: Rationale, Development and Validations." *American Educational Research Journal.* 8: 105-17, January 1971.

A Proposal to the Carnegie Corporation of New York for Developing an Individualized, Performance-Based, Teacher Education Program Ogden: Weber State College, August 6, 1969. (ERIC Document No. ED 040 139)

Raths, Louis E., Merrill Harmin, and Sidney B. Simon. *Values and Teaching: Working with Values in the Classroom.* Columbus: Charles E. Merrill, 1966.

Rice, Francis. "Competency-Based Education and the Open Classroom." *Educational Technology.* XII (11): 56-58, November 1972.

Rogers, Carl. *Freedom to Learn.* Columbus: Charles E. Merrill, 1969.

Rogers, Carl. *On Becoming a Person*. Boston: Houghton, Mifflin, 1961.

Rosenshine, Barak. *Critique of Model Teacher Elementary Education Program*. 1971. (ERIC Document No. ED 055 976)

Rosner, Benjamin, and others. *The Power of Competency-Based Teacher Education A Report*. Boston: Allyn and Bacon, 1972.

Roth, Robert A. *A Performance-Based Teacher Certification: A Survey of the States*. December 1972. (ERIC Document No. ED 070 753).

Schalock, H. Del. *A Guide to Competency-Based, Field-Centered Systems Approach to Elementary Teacher Education*. Washington, D.C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 603)

Schalock, H. Del, and James R. Hale. *A Competency Based, Field Centered, Systems Approach to Elementary Teacher Education. Volume I: Overview and Specifications. Final Report*. Portland: Northwest Regional Educational Lab, October 1968. (ERIC Document No. ED 026 [illegible]5)

Schein, E.H. *Organizational Psychology*. Englewood Cliffs: Prentice-Hall, 1965.

Schmieder, Allen. *Competency-Based Education: The State of the Scene*. Washington, D.C.: American Association of Colleges for Teacher Education, February 1973.

Schmuck, Richard, and Patricia Schmuck. *Group Processes in the Classroom*. Dubuque: Wm. C. Brown, 1971.

Shepardson, R. D. "Survey (Utilizing the Delphi Method) to Assess and Objectively Display the Arguments for and Against Developing a Performance-Based Teacher Education Program." *Journal of Teacher Education*. 23: 166-8, Summer 1972.

Shugrue, Michael. *Performance Based Teacher Education and the Subject Matter Field*. Washington, D. C.: American Association of Colleges for Teacher Education, 1973.

Smith, Philip G. "On the Logic of Behavioral Objectives." *Phi Delta Kappan*. 53: 429-431, March 1972.

Southworth, Horton C. *A Guide to a Model of Teacher Training for the Individualization of Instruction*. Washington, D. C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 609)

Sowards, G. Wesley. *A Model for the Preparation of Elementary School Teachers. Final Report*. Tallahassee: Florida State University, October 1968. (ERIC Document No. ED 027 283)

Stogdill, Roger M.,and Alvin Coons, Editors. *Leader Behavior: Its Description and Measurement*. Research Monograph No. 88. Columbus: Bureau of Business Research, The Ohio State University, 1957.

Sullivan, Howard J. "Developing Effective Objectives-Based Instruction." *Educational Technology*. 55-57, July 1971.

Summary of a Model for the Preparation of Elementary School Teachers. Summary of Final Report. Tallahassee: Florida State University, October 1968. (ERIC Document No. ED 032 262)

Thiagarajan, S. "Good Objectives and Bad; a Checklist for Behavioral Objectives." *Educational Technology*. 13: 23-8, August 1973.

Voelker, A. M. "A Competencies Approach to Teacher Education." *Science Teacher*. 37: 37-9+, September 1970.

Waimon, Morton D., Dennis D. Bell and Gary C. Ramseyer. "Effects of Competency-Based Training on the Performance of Prospective Teachers." *Journal of Teacher Education*. 23: 237-45, Summer 1972.

Wall, Charles C., and Richard C. Williams. "Relating Communications Technology to Competency-Based Education." *Educational Technology*. XII (11): 50-53, November 1972.

Weber, Wilford A. *The Competency-Based Teacher Education Development Projects*. Volumes I and II. Final Report. Syracuse University, School of Education, December 1971. (ERIC Document No. ED 059 986)

White, R. W. "Motivation Reconsidered: The Concept of Competence." *Psychological Review*. 66: 297-333, 1959.

Wiersma, William. *A Guide to Educational Specifications for a Comprehensive Elementary Teacher Education Program*. Washington, D. C.: American Association of Colleges for Teacher Education, 1969. (ERIC Document No. ED 035 607)

Young, Jon I., and Adrian P. Van Mondfrans. "Psychological Implications of Competency-Based Education." *Educational Technology*. XII (11): 15-18, November 1972.

Through the application of COMPETENCY PROCESS

HRA of Spring House can help:

- Rally staff support for Competency Based Teacher Education
- Quicken institutional commitment to CBTE on state, college and local levels
- Assemble college groups for coordinated, creative planning
- Harness available professional energies
- Generate maximum creative abilities
- Evoke problem-solving techniques
- Overcome resistance to CBTE
- Focus on practical, effective programs

By creating:

- Long-range developmental strategies
- Group process workshops
- Staff development programs
- Problem-solving methodologies
- People-to-people support networks
- Task-oriented seminars
- Organizational development laboratories
- Competency inventories and taxonomies

HRA IS EXPERIENCED:

A consulting group founded in 1970 to promote humanistic educational programs, HRA focuses on innovative teacher training, higher education systems, group process, and counseling programs.

Clients include National Institute of Education, American Association for Higher Education, U.S.O.E., National Security Agency, numerous state and local educational agencies, as well as industry.

The CBTE staff is trained at the doctorate or masters level in education, humanistic clinical and counseling psychology, higher education, and group processes.